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ABSTRACT

The findings of a 1988 survey of minority financial aid administrators are summarized as part of an evaluation of the effectiveness of the National Association of Student Financial Aid Administrators (NASFAA) in addressing the needs of the minority financial aid community. The results are compared to those of a 1982 Task Force study which also evaluated the organization's effectiveness. Findings include the following: NASFAA is meeting the needs of minority financial aid administrators; services offered by NASFAA are widely used by minority aid administrators; the development of leadership skills ranks highest among preferences for NASFAA sponsored training programs; the cost to attend NASFAA meetings and workshops effects the level of participation by minorities; and NASFAA's by-laws should be amended to allow minority representation at all levels. Three appendices are: a copy of the NASFAA Minority Concerns Survey for June 1988; statistical data from the survey; and the survey results. (SM)

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Survey of Minority Financial Aid Administrators

A Report by the NASFAA
Minority Concerns Committee
1988-89

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National Association of Student Financial Aid Administrators

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N·A·S·F·A·A

August 1989

Dear NASFAA Member:

More than seven years ago, NASFAA appointed a Special Task Force to evaluate its services to minority aid administrators. A significant recommendation from the Task Force urged NASFAA to establish a standing committee to address minority concerns. This led to the appointment of the first Minority Concerns Committee in 1982.

In 1987, the Minority Concerns Committee was asked to review the 1982 Task Force Report to determine if NASFAA had successfully addressed the findings of the study and to see if additional concerns had surfaced since the initial survey. A follow-up survey was done in 1988. The results of the survey were analyzed by the 1988-89 Minority Concerns Committee.

The enclosed report represents responses from over 470 financial aid administrators. The findings of the 1988 survey are similar to those of the 1982 survey. The findings follow:

- NASFAA is meeting the needs of minority financial aid administrators.
- Services offered by NASFAA are widely used by minority financial aid administrators.
- The development of leadership skills ranked highest among preference for NASFAA sponsored training programs.
- There is concern about the impact of legislative trends on future funding for financial aid programs and access to higher education.
- The cost to attend NASFAA meetings and workshops affects the level of participation by minorities.
- NASFAA's by-laws should be amended to encourage more minority participation.

NATIONAL ASSOCIATION OF STUDENT FINANCIAL AID ADMINISTRATORS
1920 L STREET N.W. SUITE 200 WASHINGTON, D.C. 20036 202-785-0453

We wish to thank those individuals who responded to the survey and provided the Minority Concerns Committee with their ideas and suggestions. We would also like to extend appreciation to the members of the 1988-89 Minority Concerns Committee for their contributions to this publication. It is our desire that the study findings will enable NASFAA to continue responding to the challenge of new minority-related issues.

Sincerely,

Dallas Martin
President

1988-89 NASFAA Minority Concerns Committee

Georgia M. Daniel, *Chair*
Lincoln University, PA

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University of Michigan, MI

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SURVEY OF MINORITY FINANCIAL AID ADMINISTRATORS

A Report by the

MINORITY CONCERNS COMMITTEE

1988-89

National Association of
Student Financial Aid Administrators

July 1989

MINORITY CONCERNS SURVEY

This report summarizes the findings of a 1988 survey of minority financial aid administrators. The survey was intended to evaluate the effectiveness of NASFAA in meeting the needs of minority financial aid administrators and involving this population in NASFAA sponsored activities.

This report compares significant results of a 1982 Task Force study which also evaluated the effectiveness of NASFAA in addressing the needs of the minority financial aid community.

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MINORITY CONCERNS SURVEY

INTRODUCTION

More than seven years has passed since the National Association of Student Financial Aid Administrator first evaluated its services to minority financial aid administrators. Findings of the 1982 report by a special task force appointed to identify the needs of minority financial aid administrators, and to determine how effectively NASFAA met those needs, showed that minority financial aid administrators expressed their need for support in three areas:

1. Improvement in effective administration of student financial aid through professional development

2. The promotion of regulations that assure efficient delivery of student aid funds to institutions

3. Continued enactment of federal student aid programs which effectively serve students.

The 1982 Task Force Report was based on the results of a 1981 survey of minority financial aid administrators. Special emphasis was placed on the collection of data from minority aid administrators at predominantly black institutions.

This report identified ways in which NASFAA attempted to meet the needs of minority financial aid administrators, such as professional meetings and workshops, NASFAA Newsletters, and other special publications. The Task Force, however, suggested an improvement was needed in NASFAA services in two areas: (1) training techniques in counseling minority students and (2) providing strong leadership survival of predominantly minority institutions to ensure access to postsecondary education for a segment of the minority student population. A significant recommendation from this task force was that NASFAA establish a standing committee to address minority concerns. This recommendation led to the appointment of the first Minority Concerns Committee in 1982.

Overview:

The 1987-88 Minority Concerns Committee was charged with the responsibility of reviewing the 1982 Task Force report to determine if NASFAA had successfully addressed the findings of this study. A subcommittee appointed to review the report recommended that a followup study be conducted. The committee concluded that it was evident that NASFAA had initiated efforts to resolve the concerns identified in 1982. However, depending

on the experience and background of the financial aid administrator, one could easily agree or disagree that the needs identified in the 1982 report no longer exists.

Two major concerns were perceived as ongoing problems by the Minority Concerns Committee which should be brought to the attention of the national association:

(1) Job opportunities for minorities in the financial aid profession. The subcommittee felt that minorities are still under represented in upperlevel administrative positions.

(2) The prevalent absence of membership from predominantly minority institutions.

These concerns led to a recommendation by the subcommittee that a followup study to the task force report should be conducted to determine if additional needs or concerns surfaced among minority financial aid administrators and to determine whether or not the issues identified in the 1982 report remain a concern.

This recommendation resulted in a followup survey of minority financial aid administrators by the 1987-88 committee. The results of the survey was analyzed by the 1988-89 Minority Concerns Committee.

Project Design and Methodology

A revised version of the 1981 survey was mailed to minority financial aid administrators listed in the 1988 Directory of Minority Financial Aid Administrators. This directory is a NASFAA publication, updated annually, which provides a listing of minorities employed in financial aid offices at member institutions. The directory lists approximately seven hundred fifty minorities in the financial aid community.

The survey was also included in a June 1988 publication of the NASFAA Newsletter. The deadline for responding to the survey was July 15, 1988. Followup surveys were mailed to members in the Minority Directory approximately two-weeks prior to the requested response date. An additional reminder for minority aid administrators to complete the survey also appeared in a late publication of the NASFAA Newsletter.

The survey, (Appendix A), collected demographic information which includes race, gender, age, and regional location. Data relating to the position, years of experience, areas of responsibility, and institution type is also included.

Four hundred and seventy-two (472) completed surveys were used to tabulate the findings for this report. An insignificant number of surveys received by NASFAA were not used due to tardiness or insufficient responses, preventing inclusion in the final analysis.

The completed surveys were scored and keypunched with frequency distributions produced for each question. The analysis provided is taken from a simple summary of the results by question or related subject content.

Demographics

Table I details the demographic data collected from this survey. Roughly 55% (258) of those completing the survey were women and 45% (211) were men. The average age ranged from 31-40 (221), the next highest age group were those between the age of 41-50 (97).

More blacks responded, 39.4% (186), to this survey than any other group. Chicanos represented 13% (81), followed by Hispanic with 9% (42), Asians 6% (29), and Native Americans 3% (18). Approximately 28% (131) of those responding indicated their race as white. This is perhaps significant since the survey instructions specified that completion should be made by minority staff members only.

Fifty-eight percent, or 273 respondents completing the survey had five or more years of experience in financial aid. (See Table II) Financial aid directors represented 49% (232) of those responding, while 18% (87) were at the associate or assistant director level.

In terms of regional location, the West Association of Student Financial Aid Administrators (WASFAA) had the highest number of minorities responding with 25.6% (126). WASFAA was followed by the Mid-west with 19.5% (92), SASFAA with 17.8% (84), EASFAA - 15.3% (72), SWASFAA - 14.2% (67), and 6.1% (29) from the Rocky Mountain Region. Table III shows the distribution of respondents by region. A frequency distribution by state appears in Table III-A.

Findings:

I. **NASFAA is meeting the needs of minority financial aid administrators.**

Respondents suggest that NASFAA is successfully meeting the needs of minority financial aid administrators. Eighty percent of those surveyed indicated that NASFAA is meeting their needs. Of the 80% responding positively, 25% felt strongly that their needs were being met.

II. **Services offered by NASFAA are widely used by minority aid administrators.**

Respondents were asked to identify various services utilized by their institution. Based on the frequency of selection, the NASFAA Newsletter was more widely used. The Newsletter was followed by training workshops, NASFAA Encyclopedia, and the Journal of Student Financial Aid. The National

Conference, Monitor/Monograph, Magazine, and PEN represents the bottom four services in order of selection.

III. **The development of leadership skills ranked highest among preference for NASFAA sponsored training programs.**

Training was categorized into four broad areas: (1) Influencing the legislative process, (2) counseling minority students, (3) developing leadership skills and (4) networking. Of the four areas, the development of leadership skills was identified most often as crucial for NASFAA to address. Counseling minority students was the second highest training preference followed by procedures for influencing the legislative process. Training in the area of Networking ranked fourth. Other training were identified by 10% (149) of the respondents. These needs concentrated on management training programs designed to streamline office procedures and programs to assist the clerical staff.

IV. **The impact of legislative trends with regards to future funding for financial aid programs and minority access to higher education remains a concern for minority financial aid administrators.**

As in 1982, the need for additional training for professional development in areas relating to minority enrollment in higher education remains a concern. In priority order, minority financial aid administrators listed the need for more knowledge in the following areas: (1) Future funding for federal financial aid programs; (2) future access to postsecondary educational institutions by minority students; (3) economic groups that will receive federal dollars; (4) the survival of institutions with predominantly minority enrollments; and (5) institutions which benefit from federal programs. Additional comments in this area related to the impact of recruitment and retention on minority students. Assistance in packaging for minority students and training in areas of minority student recruitment and retention was requested by 18% (87) of the respondents.

V. **The cost to attend NASFAA meetings and workshops effects the level of participation by minorities.**

Adequate funding to attend workshops and conferences continues to be a factor in the level of participation by minority financial aid administrators. Almost half of those surveyed indicated a lack of participation due to the high cost and inadequate institutional support or budget restraints.

Similar to the 1982 report, written comments suggested that funds were provided for state or regional meetings but not for national meetings. Also, an additional set of comments

revealed that only the top administrator is allowed to attend national meetings.

VI. **NASFAA's By-laws should be amended to allow minority representation at all levels.**

Fifty percent (239) of those surveyed recommended revising or amending by-laws to encourage minority representation on the Executive Committee, National Council and other committees or commissions. Only 10% (45) of those responding to the survey suggested that NASFAA should not amend its by-laws to provide for representation of minorities at these levels. Comments by these individuals suggested that minorities should not be granted special consideration and that it does not appear that NASFAA discriminates against minorities as they are currently represented on numerous committees.

VII. **Conclusion and Recommendation:**

Comparatively speaking, the findings of the 1988 survey parallel those of the 1982 study. Minority financial aid administrators were consistent in their responses in indicating that their needs, as identified in the NASFAA survey, are being met.

There appears to be an underlying concern for NASFAA to continue to respond to the challenge of new minority related issues. Overwhelmingly, there was a strong urge for NASFAA to continue its commitment to the minority financial aid community, which includes minority administrators and students.

The mission of the Minority Concerns Committee is that of investigating and researching the identified concerns of minority aid administrators and students for the purpose of recommending action by the NASFAA National Council. The Minority Concerns Committee urges NASFAA to continue its commitment to minority related issues in the following areas:

(1) Continued representation of minorities at all levels of the Executive Council.

(2) Continue efforts to gain membership of the predominantly black institutions.

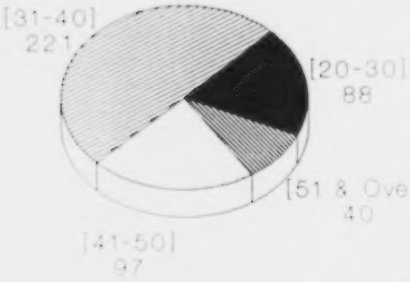
(3) Continue to entertain innovative plans designed to enhance the participation of minority aid administrators at professional meetings and workshops.

These three issues were significant concerns for minorities surveyed in 1981 and in 1988.

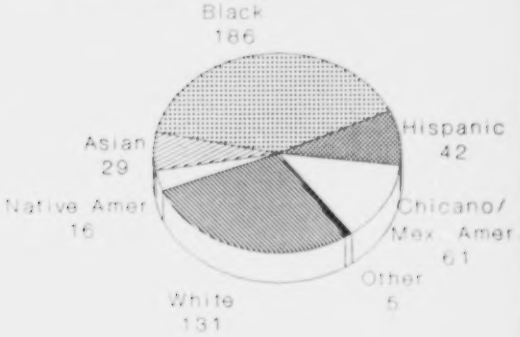
TABLE I

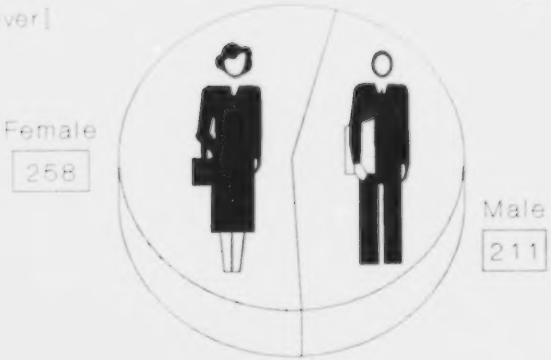
Demographic Information

Age

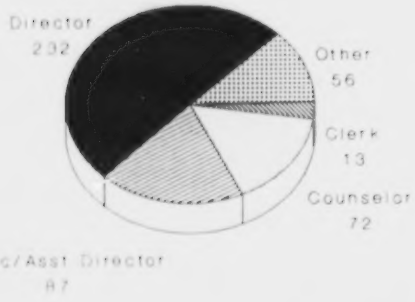


Ethnic Background

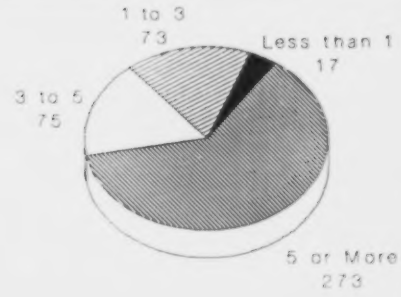




Position



Years in Financial Aid



NASFAA Minority Survey - June 1988

TABLE II

FINANCIAL AID SURVEY: MINORITY RESPONDENTS

Question 3 YRS IN FINANCIAL AID SPECIFY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	7	1.5	2.7	2.7
	6	26	5.5	10.0	12.7
	7	18	3.8	6.9	19.7
	8	23	4.9	8.9	28.6
	9	16	3.4	6.2	34.7
	10	24	5.1	9.3	44.0
	11	17	3.6	6.6	50.6
	12	26	5.5	10.0	60.6
	13	12	2.5	4.6	65.3
	14	17	3.6	6.6	71.8
	15	19	4.0	7.3	79.2
	16	14	3.0	5.4	84.6
	17	11	2.3	4.2	88.8
	18	8	1.7	3.1	91.9
	19	3	.6	1.2	93.1
	20	12	2.5	4.6	97.7
	21	2	.4	.8	98.5
	22	1	.2	.4	98.8
	23	2	.4	.8	99.6
	24	1	.2	.4	100.0
		213	45.1	Missing	
	Total	472	100.0	100.0	

TABLE II-A

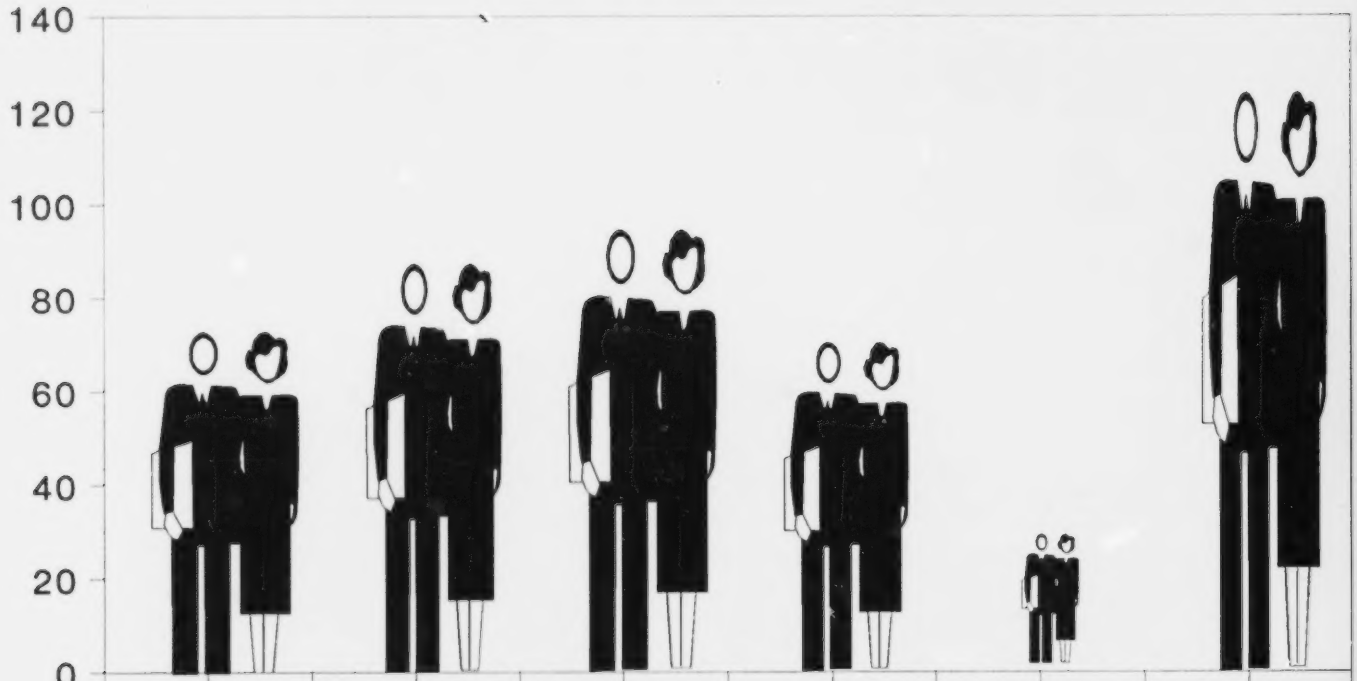
FINANCIAL AID SURVEY: MINORITY RESPONDENTS

Question 5 YRS IN POSITION SPECIFY

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
	5	6	1.3	5.2	5.2
	6	14	3.0	12.1	17.2
	7	14	3.0	12.1	29.3
	8	17	3.6	14.7	44.0
	9	7	1.5	6.0	50.0
	10	10	2.1	8.6	58.6
	11	3	.6	2.6	61.2
	12	11	2.3	9.5	70.7
	13	5	1.1	4.3	75.0
	14	4	.8	3.4	78.4
	15	8	1.7	6.9	85.3
	16	3	.6	2.6	87.9
	17	2	.4	1.7	89.7
	18	3	.6	2.6	92.2
	19	1	.2	.9	93.1
	20	7	1.5	6.0	99.1
	22	1	.2	.9	100.0
		356	75.4	Missing	
		---	---	---	
	Total	472	100.0	100.0	

TABLE III

Regional Location



	East	South	Midwest	Southwest	Rocky Mt	West
	72	84	92	67	29	121

NASFAA Minority Survey - June 1988

TABLE III-A

FINANCIAL AID SURVEY: MINORITY RESPONDENTS

Question 10 STATE ABBREVIATIONS

Value Label	Value	Frequency	Percent	Valid Percent	Cum Percent
		68	14.4	14.4	14.4
	AL	7	1.5	1.5	15.9
	AR	4	.8	.8	16.7
	AZ	1	.2	.2	16.9
	CA	95	20.1	20.1	37.1
	CO	7	1.5	1.5	38.6
	CT	5	1.1	1.1	39.6
	DE	2	.4	.4	40.0
	FL	14	3.0	3.0	43.0
	GA	13	2.8	2.8	45.8
	HI	2	.4	.4	46.2
	IA	9	1.9	1.9	48.1
	ID	3	.6	.6	48.7
	IL	11	2.3	2.3	51.1
	IN	8	1.7	1.7	52.8
	KS	11	2.3	2.3	55.1
	KY	3	.6	.6	55.7
	LA	4	.8	.8	56.6
	MA	8	1.7	1.7	58.3
	MD	10	2.1	2.1	60.4
	ME	1	.2	.2	60.6
	MI	7	1.5	1.5	62.1
	MN	7	1.5	1.5	63.6
	MO	8	1.7	1.7	65.3
	MS	2	.4	.4	65.7
	MT	3	.6	.6	66.3
	NC	18	3.8	3.8	70.1
	ND	2	.4	.4	70.6
	NE	3	.6	.6	71.2
	NH	1	.2	.2	71.4
	NJ	13	2.8	2.8	74.2
	NM	8	1.7	1.7	75.8
	NY	8	1.7	1.7	77.5
	OH	12	2.5	2.5	80.1
	OK	5	1.1	1.1	81.1
	OR	3	.6	.6	81.8
	PA	9	1.9	1.9	83.7
	PR	4	.8	.8	84.5
	SC	2	.4	.4	85.0
	SD	1	.2	.2	85.2
	TN	5	1.1	1.1	86.2
	TX	37	7.8	7.8	94.1
	UT	2	.4	.4	94.5
	VA	3	.6	.6	95.1
	WA	11	2.3	2.3	97.5
	WI	10	2.1	2.1	99.6
	WV	2	.4	.4	100.0

APPENDIX A

Total Group
472

National Association of Student Financial Aid Administrators
Minority Concerns Survey
June 1988

DEMOGRAPHIC INFORMATION

1. Sex: 258 Female 211 Male Age: 88 20-30 97 41-50 221 31-40 40 51 or above

2. Ethnic Background: 186 Black 16 Native American 131 White 5 Other 29 Asian 61 Chicano or Mexican American 42 Hispanic

3. Number of Years in Financial Aid: 17 Less than 1 73 1 to 3 75 3 to 5 273 5 or More, Please Specify _____

4. Present Position: 232 Director 87 Associate or Assistant Director 72 Counselor 13 Clerk 56 Other, Please Specify _____

5. Number of Years in Present Position: 63 Less than 1 155 1 to 3 100 3 to 5 128 5 or More, Please Specify _____

6. Areas of Responsibility (Check all that apply)

288 Completing federal and state applications (FISAP, etc.)
269 Institutional policy-making
350 Program Coordination
352 Departmental decision-making
366 Needs Analysis
386 Counseling
376 Packaging
326 Public Relations
143 General clerical
93 Other - Please specify _____

7. Is your institution currently a member of the National Association of Student Financial Aid Administrators (NASFAA)?

460 Yes 10 No If no, please explain. _____

8. If yes, how many years? (Check one) 31 1 to 3 26 3 to 5 317 5 or more 37 Charter member

9. Type of Institution: (Check all that apply)

273 Public 116 Private 23 Proprietary 34 Vocational/Technical
98 2 year degree granting 215 4 year degree granting 87 Community College
109 Graduate/Professional 12 Other _____ specify

10. Regional Location: (Check one)

72 East (EASFAA)
84 South (SASFAA)
92 Midwest (MASFAA)
67 Southwest (SWASFAA)
89 Rocky Mountain (RMASFAA)
121 West (WASFAA)

State _____

11a. Number of full-time permanent staff members administering financial aid: (Check one)

61 1 or less
187 2 to 5
84 6 to 10
51 11 to 15
76 16 or more

11b. Number of permanent part-time staff members administering financial aid: (Check one)

240 1 - 5
35 5 or more

ANSWER 12 - 16 FOR FALL 1987.

12. Institutional enrollment - Headcount (Check one)

48 less than 500
50 501 - 1,000
142 1,001 - 5,000
85 5,001 to 10,000
120 Greater than 10,000 _____ specify

13. Number of aid applications processed (applicant pool): (Check one)

72 less than 500
80 501 - 1,000
172 1,001 - 5,000
69 5,001 - 10,000
56 Greater than 10,000 _____ specify

14. Approximate percentage of aid applicants who are minorities: (Check one)

137 less than 10%
108 10% to 20%
106 21% - 50%
90 51% - 100%

15. Number of students receiving financial aid: (Check one)

16 less than 100
82 101 - 500
144 501 - 1,500
121 1,501 - 5,000
85 Greater than 5,000 _____ specify

16. Percentage of aid recipients who are minorities: (Check one)

149 less than 10%
87 10% - 20%
113 21% - 50%
95 51% - 100%

SURVEY

17. In your professional opinion, the purposes of the National Association of Student Financial Aid Administrators (NASFAA) should be: (Check all that apply)

401 to ensure that federal programs enacted are those which effectively serve the truly needy student.
419 to promote effective administration of student financial aid through professional development.
245 to solicit membership and participation from all sectors of the aid administration community.
394 to promote regulations that will assure efficient delivery of student aid funds to institutions.
46 Other (Please specify) _____

18. I use the following NASFAA services: (Check all that apply)

174 National Conference
425 Newsletter
274 The Journal of Student Financial Aid
306 Training workshops with NASFAA trainers and materials
171 Hotline
304 Membership Directory
123 Magazine
278 Encyclopedia
57 PEN
162 Monitor/Monograph
___ Other _____ (specify)

19. I have **NOT** participated in NASFAA activities because: (Check all that apply)

72 My state or local association has fulfilled most of my needs as an aid administrator
36 My regional association has fulfilled most of my needs as an aid administrator.
152 The cost of attending meetings and workshops is prohibitive.
54 The National Conference is held during my peak processing season.
81 My institution does not support my attendance at NASFAA conference/workshops.
69 Other (Please specify) _____

_____

20. My institution has **NOT** joined NASFAA because: (Check all that apply)

7 Membership fees are excessive/prohibitive.
1 NASFAA does not address my needs or the needs of my institution.
3 My institution is not aware of the services of NASFAA.
139 Not applicable because I am a NASFAA member.

21. NASFAA should sponsor training projects that address the following: (Check all that apply)

221 The aid administrators influence on the legislative process.
228 Counseling minority students
238 Developing leadership skills
219 Networking
49 Other (Please specify) _____

_____

22. I need to know more about the current legislative and regulatory trends in student financial assistance as they impact on: (Check all that apply)

291 Future access to postsecondary educational institutions by minority students.
167 The survival of institutions with predominantly minority enrollments.
224 Economic groups that will receive federal dollars.
340 Future funding for federal financial aid programs.
160 Institutions which benefit from federal programs.
18 Other (Please specify) _____

_____

23. NASFAA should amend its by-laws to provide for the direct representation of minorities at the following levels: (Check all that apply)

239 Executive Committee

240 National Council

234 Committees/Commissions

45 Other (Please specify)_____

_____

24. I am willing to serve on a NASFAA committee or commission. (Check one)

253 Yes 152 No

25. I would use a NASFAA minority membership directory. (Check one)

332 Yes 88 No

26. I would like to be listed in a NASFAA minority membership directory. (Check one)

315 Yes If yes, please complete and return the attached data sheet.

82 No If no, why would you not like to be listed? _____

_____

CHECK ONE IN QUESTIONS 28 - 32

27. NASFAA helps me to understand and implement complicated federal regulations.

216 Strongly Agree 205 Agree 6 Disagree 4 Strongly Disagree 23 No Opinion

28. NASFAA has an influence on federal and regulatory changes.

176 Strongly Agree 222 Agree 13 Disagree 3 Strongly Disagree 38 No Opinion

29. NASFAA has effectively served my needs as a financial aid administrator.

120 Strongly Agree 262 Agree 16 Disagree 4 Strongly Disagree 49 No Opinion

30. The economic survival of my institution depends greatly on students who receive financial assistance.

174 Strongly Agree 153 Agree 78 Disagree 20 Strongly Disagree 30 No Opinion

31. Students who attend my institution would not be accepted at or choose to matriculate at another type institution.

31 Strongly Agree 68 Agree 161 Disagree 144 Strongly Disagree 43 No Opinion

ADDITIONAL COMMENTS:

NASFAA is interested in learning more about your feelings about the association's activities. Please feel free to express your thoughts relative to NASFAA, its committees, its activities, etc. (Attach another sheet if necessary).

_____

_____

_____

_____

NOTE:
Please return by **July 15, 1988.**

TO: NASFAA
1920 L Street, N.W.
Suite 200
Washington, D.C. 20036
Phone: (202) 785-0453

National Association of Student Financial Aid Administrators
Minority Concerns Survey
June 1988

DEMOGRAPHIC INFORMATION

1. Sex: 185 Female 151 Male Age: 60 20-30 63 41-50
   177 31-40 24 51 or above
2. Ethnic Background: 186 Black 16 Native American ___ White 5 Other
   29 Asian 61 Chicano or Mexican American 42 Hispanic
3. Number of Years in Financial Aid: 15 Less than 1 44 1 to 3
   48 3 to 5 205 5 or More, Please Specify _____
4. Present Position: 125 Director 79 Associate or Assistant Director 65 Counselor
   12 Clerk 48 Other, Please Specify _____
5. Number of Years in Present Position: 51 Less than 1 108 1 to 3
   72 3 to 5 86 5 or More, Please Specify _____
6. Areas of Responsibility (Check all that apply)
   176 Completing federal and state applications (FISAP, etc.)
   163 Institutional policy-making 233 Program Coordination
   234 Departmental decision-making 250 Needs Analysis
   271 Counseling 261 Packaging
   230 Public Relations 99 General clerical
   68 Other - Please specify _____
7. Is your institution currently a member of the National Association of Student Financial Aid Administrators (NASFAA)?
   329 Yes 8 No If no, please explain. _____
8. If yes, how many years? (Check one) 18 1 to 3 14 3 to 5
   222 5 or more 30 Charter member
9. Type of Institution: (Check all that apply)
   220 Public 65 Private 11 Proprietary 18 Vocational/Technical
   67 2 year degree granting 168 4 year degree granting 63 Community College
   91 Graduate/Professional 9 Other _____ specify
10. Regional Location: (Check one)
    55 East (EASFAA) 58 South (SASFAA)
    48 Midwest (MASFAA) 55 Southwest (SWASFAA)
    14 Rocky Mountain (RMASFAA) 104 West (WASFAA)
    State _____

11a. Number of full-time permanent staff members administering financial aid: (Check one)

23 1 or less
116 2 to 5
76 6 to 10
44 11 to 15
68 16 or more

11b. Number of permanent part-time staff members administering financial aid: (Check one)

170 1 - 5
33 5 or more

ANSWER 12 - 16 FOR FALL 1987.

12. Institutional enrollment - Headcount (Check one)

20 less than 500
21 501 - 1,000
90 1,001 - 5,000
74 5,001 to 10,000
109 Greater than 10,000 _____ specify

13. Number of aid applications processed (applicant pool): (Check one)

30 less than 500
42 501 - 1,000
135 1,001 - 5,000
64 5,001 - 10,000
50 Greater than 10,000 _____ specify

14. Approximate percentage of aid applicants who are minorities: (Check one)

69 less than 10%
83 10% to 20%
83 21% - 50%
77 51% - 100%

15. Number of students receiving financial aid: (Check one)

7 less than 100
40 101 - 500
86 501 - 1,500
106 1,501 - 5,000
78 Greater than 5,000 _____ specify

16. Percentage of aid recipients who are minorities: (Check one)

81 less than 10%
67 10% - 20%
90 21% - 50%
77 51% - 100%

SURVEY

17. In your professional opinion, the purposes of the National Association of Student Financial Aid Administrators (NASFAA) should be: (Check all that apply)

286 to ensure that federal programs enacted are those which effectively serve the truly needy student.
298 to promote effective administration of student financial aid through professional development.
176 to solicit membership and participation from all sectors of the aid administration community.
286 to promote regulations that will assure efficient delivery of student aid funds to institutions.
32 Other (Please specify) _____

_____

18. I use the following NASFAA services: (Check all that apply)

135 National Conference
293 Newsletter
191 The Journal of Student Financial Aid
206 Training workshops with NASFAA trainers and materials
119 Hotline
214 Membership Directory
84 Magazine
193 Encyclopedia
47 PEN
99 Monitor/Monograph
5 Other _____ specify

19. I have **NOT** participated in NASFAA activities because: (Check all that apply)

35 My state or local association has fulfilled most of my needs as an aid administrator
19 My regional association has fulfilled most of my needs as an aid administrator.
102 The cost of attending meetings and workshops is prohibitive.
34 The National Conference is held during my peak processing season.
60 My institution does not support my attendance at NASFAA conference/workshops.
58 Other (Please specify) _____

20. My institution has **NOT** joined NASFAA because: (Check all that apply)

5 Membership fees are excessive/prohibitive.
1 NASFAA does not address my needs or the needs of my institution.
3 My institution is not aware of the services of NASFAA.
102 Not applicable because I am a NASFAA member.

21. NASFAA should sponsor training projects that address the following: (Check all that apply)

172 The aid administrators influence on the legislative process.
192 Counseling minority students
190 Developing leadership skills
167 Networking
34 Other (Please specify) _____

22. I need to know more about the current legislative and regulatory trends in student financial assistance as they impact on: (Check all that apply)

242 Future access to postsecondary educational institutions by minority students.
148 The survival of institutions with predominantly minority enrollments.
167 Economic groups that will receive federal dollars.
246 Future funding for federal financial aid programs.
112 Institutions which benefit from federal programs.
14 Other (Please specify) _____

23. NASFAA should amend its by-laws to provide for the direct representation of minorities at the following levels: (Check all that apply)

208 Executive Committee

202 National Council

191 Committees/Commissions

33 Other (Please specify)_____

_____

24. I am willing to serve on a NASFAA committee or commission. (Check one)

213 Yes 82 No

25. I would use a NASFAA minority membership directory. (Check one)

295 Yes 21 No

26. I would like to be listed in a NASFAA minority membership directory. (Check one)

299 Yes If yes, please complete and return the attached data sheet.

14 No If no, why would you not like to be listed? _____

_____

CHECK ONE IN QUESTIONS 28 - 32

27. NASFAA helps me to understand and implement complicated federal regulations.

147 Strongly Agree 148 Agree 5 Disagree 4 Strongly Disagree 18 No Opinion

28. NASFAA has an influence on federal and regulatory changes.

119 Strongly Agree 156 Agree 10 Disagree 1 Strongly Disagree 35 No Opinion

29. NASFAA has effectively served my needs as a financial aid administrator.

80 Strongly Agree 184 Agree 12 Disagree 3 Strongly Disagree 41 No Opinion

30. The economic survival of my institution depends greatly on students who receive financial assistance.

110 Strongly Agree 103 Agree 65 Disagree 17 Strongly Disagree 27 No Opinion

31. Students who attend my institution would not be accepted at or choose to matriculate at another type institution.

18 Strongly Agree 42 Agree 117 Disagree 106 Strongly Disagree 34 No Opinion

ADDITIONAL COMMENTS:

NASFAA is interested in learning more about your feelings about the association's activities. Please feel free to express your thoughts relative to NASFAA, its committees, its activities, etc. (Attach another sheet if necessary).

_____

_____

_____

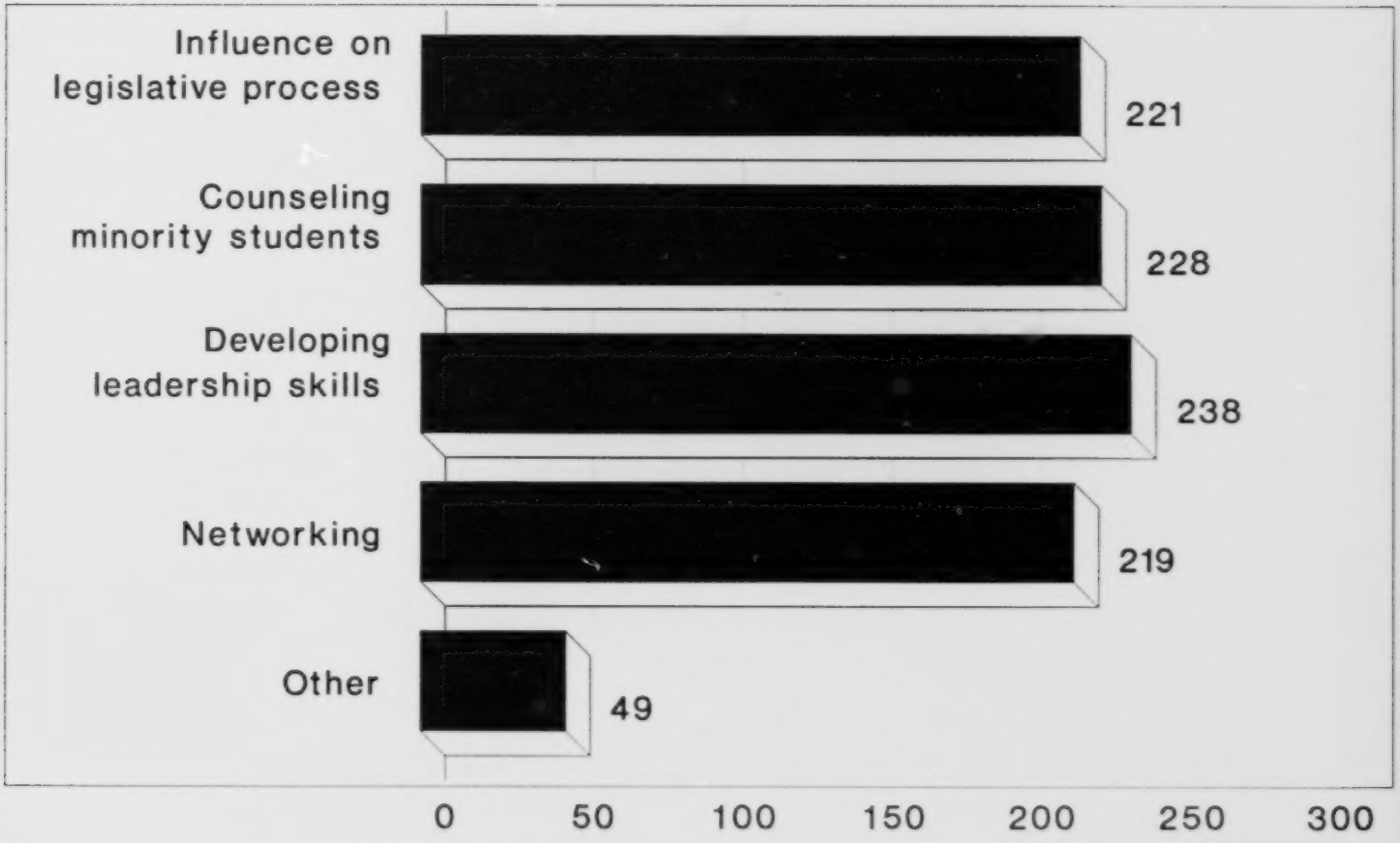
_____

NOTE:
Please return by **July 15, 1988.**

TO: NASFAA
1920 L Street, N.W.
Suite 200
Washington, D.C. 20036
Phone: (202) 785-0453

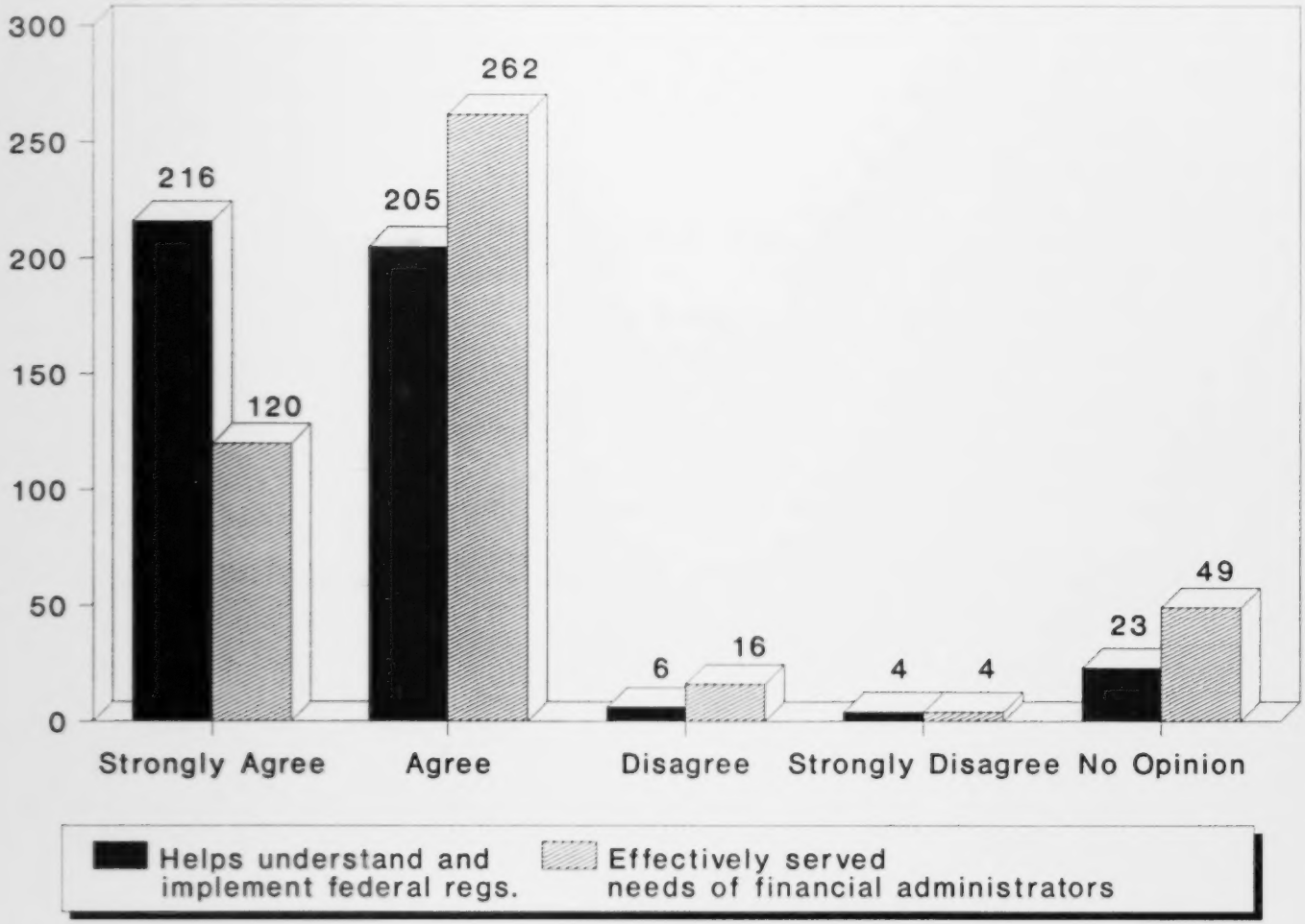
APPENDIX B

Preference of NASFAA Sponsored Training Projects



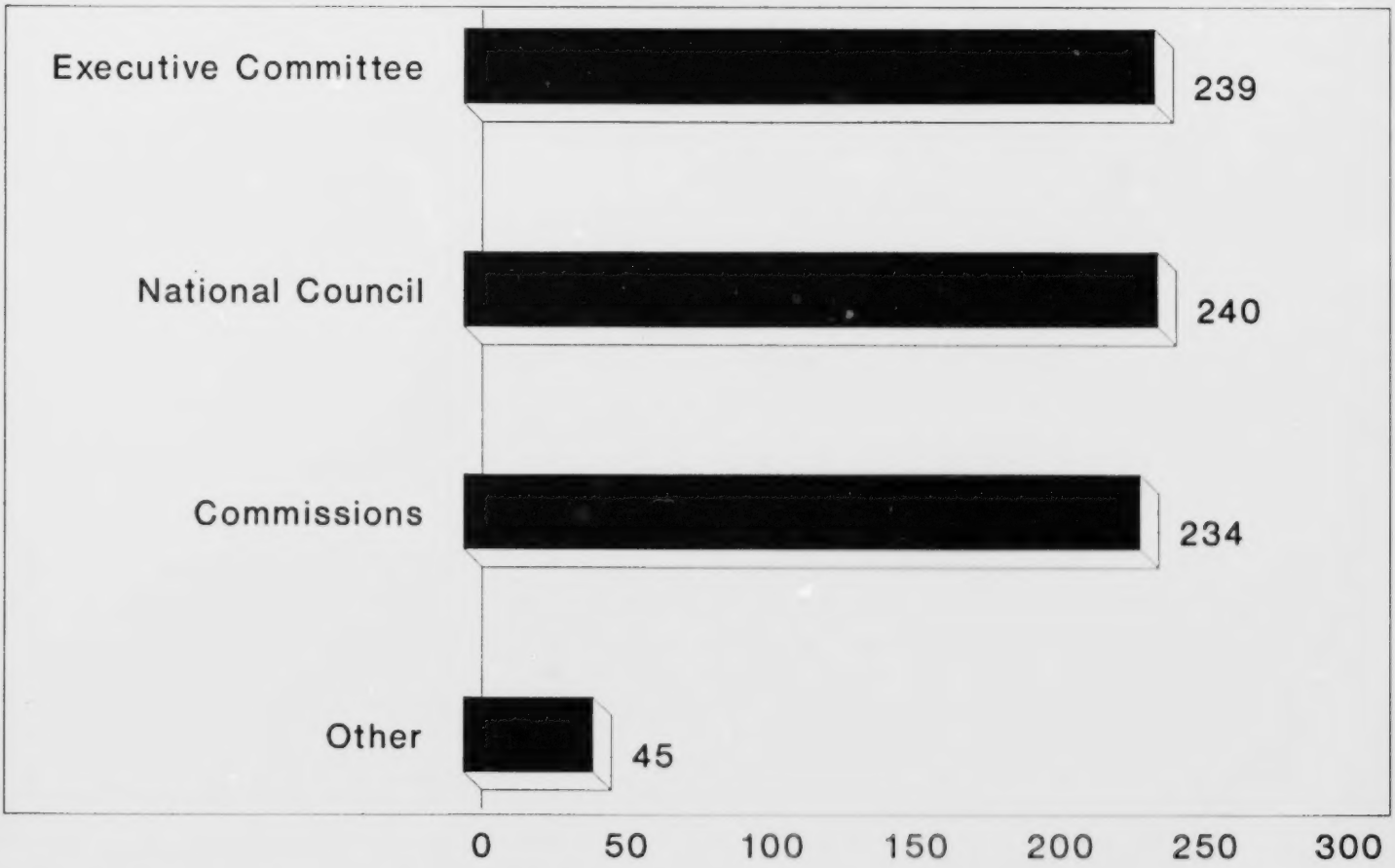
NASFAA Minority Survey - June 1988

NASFAA Effectiveness



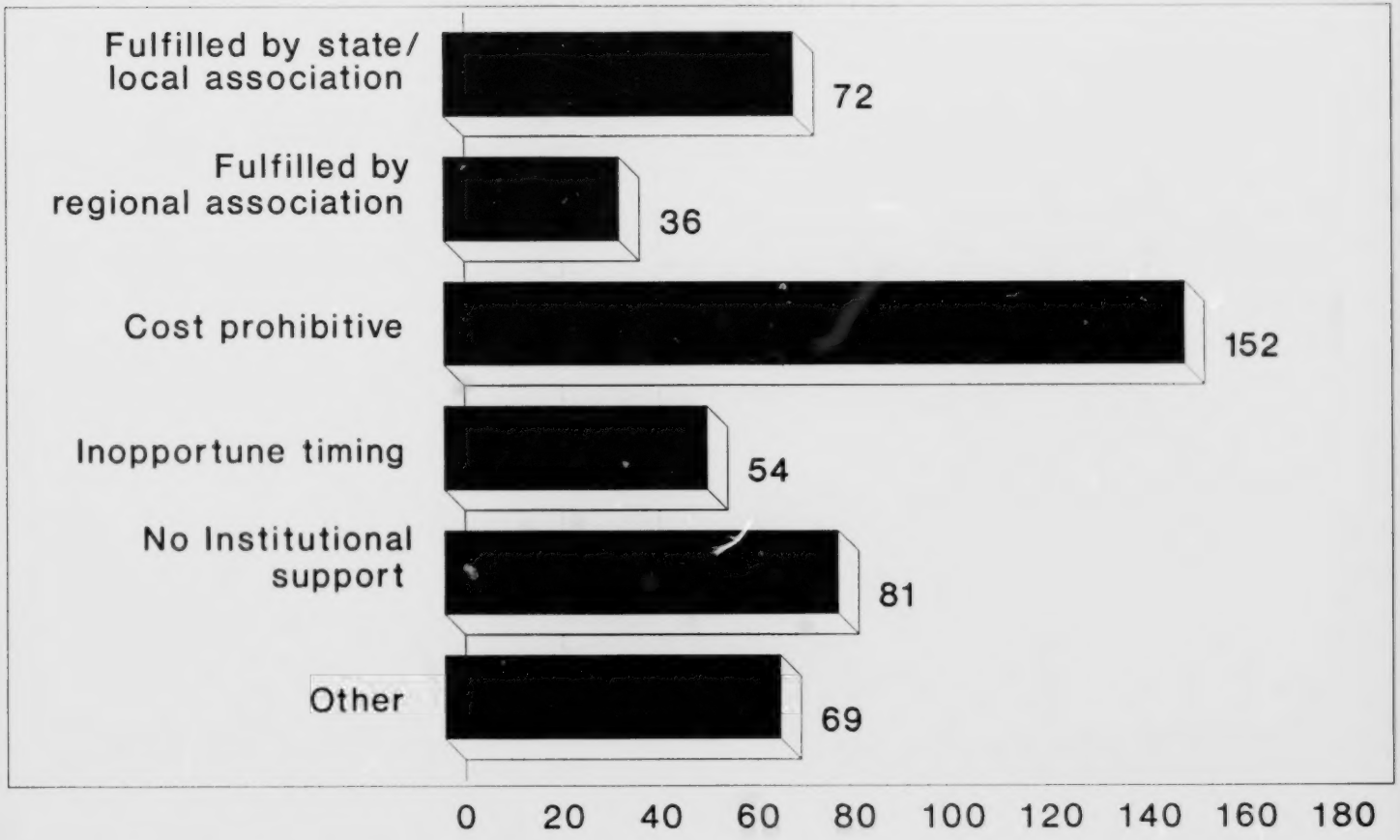
NASFAA Minority Survey - June 1988

NASFAA should amend by-laws to provide for direct representation of minorities at the following levels:



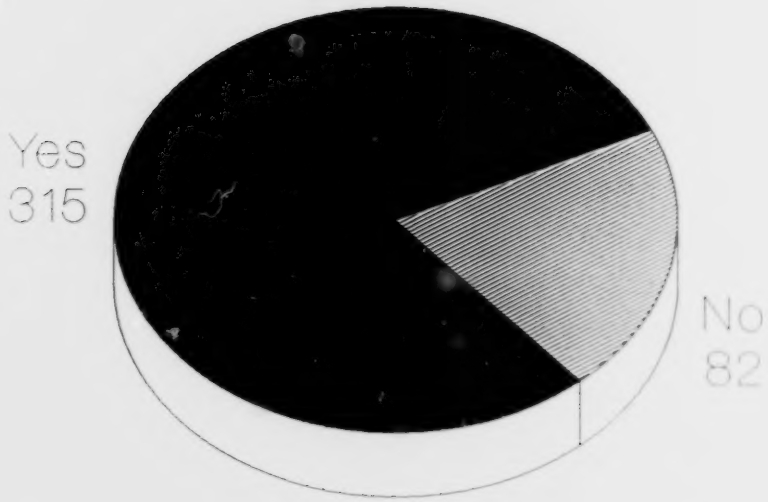
NASFAA Minority Survey - June 1988

Reasons for NOT participating in NASFAA



NASFAA Minority Survey - June 1988

Wish to be listed in NASFAA minority membership directory



NASFAA Minority Survey - June 1988

APPENDIX C

NASFAA MINORITY CONCERNS SURVEY RESULTS
1988

4 - Present Position - Other

Administrator
Documentation + Training Officer
Financial Aid Officer
Associate Dean Of Admissions
Program Assistant I
Perkins Loan Coordinator
Supervisor
Secretary
FA
Assistant
Office Automation
Records Supervisor
Administrative Assistant
Financial Aid Officer
Financial Aid Officer
Senior Secretary
Duties as assigned
Data Controller
Student Aid Assistant
VP Student Affairs
Lead Advisor
Adm. Assist.
Financial Administrator
Clerk Typist
Financial Aid Officer
College Work-study coordinator
Secretary to Director
Coordinator
Advisor
FA Assistant
Sr. Counselor
Accountant/Counselor
Specialist
Supervisor
Specialist
Assistant Dir. of Admission
Secretary
Technical;FAO
Office Specialist
Specialist
Campus Manager
Assistant to Dir.
System Analyst
counseling survey

Non-minority

Coordinator

Technical Support Coordinator
Coordinator
Coordinator
Accountant
Coordinator
FA Program specialist
Officer
FA Officer
Officer
Asst. Dir. of Admissions

6 - Other Areas of Responsibility

loan Billing, agency account receivables
EOPS
Loan Counseling
satisfactory progress
involvement in state FA org.
Verification of applications
total coordination for all programs
you name it
all the above
Everything which relates to financial Aid some I oversee only
Student activities
Responsible for four student workers
Veteran Counseling
Director of Student Affairs
Lobbying with State Legislature for state funded/sponsored student aid
College Work study and GSL
Student account collections and management
Office coordinator
Duties as assigned by director
enrollment planning
computer management
Coordinate branch office with main campus office
Debt management + alumni concerns
Hispanic Community Contest, Resource
Over File room
Loan Administrator of Longterm and short term loans
Supervision of 19 staff
Office procedures, forms etc.+ staff
Students see me to discuss FA problems if I can't resolve I set an appointment with Director
GSL
VA Coordinator
Satisfactory Progress
Record Supervisor
Budget/resource allocation
Reporting etc. Everything involved in the execution of FA program
Coordinator of substance abuse program of student drug awareness organization, admin. of Veterans Progam

Veterans Program
All of the above plus determine the eligibility of students for participation in the state funded program for disadvantage students
Scholarship progam
Liaison educational equity relations w/school, housing, fee deferral
Computer systems coordination
Other Committees: Athletic; Financial Aid; Admissions; Registration & Retention; Orientation; Student Advisory; Student information System; Computer Design instruction on Student Aid to Staff, Faculty, Students & Community Organization
Veteran affairs and Student Employment
Financial Aid System
Veteran Benefits, ordering books for institute
Computer operations & Systems Management
Processor of Staffard, SLS & PLUS loans
Only as they relate to CWS Program which I manage
Computer Data work
State and Federal policy-making, segmental advocacy
Recruiting
Supervise Support Staff
Campus employment for students
Oversee school cash flow; training of FA representative
Campus employment for students
Total Administration
Systems
I work with minority students & students with disabilities
general supervision and FA delivery system process
Responsible for university administrative requirements for annual endowed scholarship. Responsible for the production of university scholarship brochure
minority affairs
scholarship administration

Non-minority

Responsible for 4 fulltime staff members & 4 student workers
Student activity
Pell program
Assist administration, college fairs
Accts. Rec., Fed and Institutional Loan Collections, student employment and financial aid are combined in one office (Student Financial Services)
Scholarship program supervision, institutional committees, resolving inter dept. problems i.e. Business, D.P., counseling
Update and maintain FA guide procedure manual & scholarship brochure, collect and verify data for nat'l quality control project
Training FA personnel; assist in administering aid when needed
Admission-recruiting, scholarship
College marketing; recruiting; registering students for enrollment, admissions counseling, administer all aspects of

scholarships and title IV academic advisor for special credit students
Overall direction of these functions
Veteran affairs
Collections
Funds management, letter or credit draw, annual audit
Perkins loan collection-maintain bank accounts for federal funds
Staff supervision
Division policy setting, FA and student services
Scholarship awards
Administer campus day-care
supervising work-study
Veterans administration benefits
Administrative reports
Scholarship fund raising
Director of Student Services

7 - Why your institution is not a member of NASFAA

Director is member-counselors do not attend conference
Corporate level financial aid administrator is a member & reports information to each school
Unaware of NASFAA Services
Stopped 3 years ago
We have requested a membership application but never received one

Non-minority

We are a community college under a state university. We use their membership
Lack of budget

9 - Other type of Institution

State agency-higher Ed
University granting graduate and undergraduate degrees
State Chancellors office
3-year nursing program
B/A school-Jr. College for Amer. Indians
Medical
State related
Gov't. operated Jr. College for Amer. Indian Students

Non-minority

Nursing (Private)
Guarantee Agency

17 - What should be the other purposes of NASFAA

Represent the FA Profession
To maintain congressional liaisons which enable the FA community to anticipate legislation
Simplify delivery systems
to simplify the process
Truth, Justice & the American way!
Assist all types of FA Officers. NASFAA is geared to undergrad students & does nil to assist or address grad. concerns relating to legislative changes. NASFAA is missing a.....
To provide the opportunity to for all FA Administrators to be kept abreast of current innovative changes in FA application, concepts, variables regarding federal regulations
All the above
Assist FAO/FAA in obtaining sufficient resources to operate efficiently
Provide FA w/appropriate channels to feed info to congress and federal government
To insure the professional standards and integrity of Financial Aid Administrators
To share info and to provide each other with mental support
Lobbying bodies for FAO's at the Congress & Dept. of Ed.
To provide timely information on technical matters and program administration
I am pleased to participate in this survey as it is a very comprehensive one and sorely needed. Minorities need more visibility, nationally & regionally. Minorities need more counseling and information re: financial aid available and how/when to apply. They are not getting this on the secondary level as much as it is needed.
Congressional involvement on the institutional level
To inform membership of possible changes affecting aid recipients
To promote development of minority professions in FA
To serve as an independent source of expensive financing higher education
To provide timely information on technical matters and program administration
To insure that all institutions remain in compliance to the rules and regulations on the delivery of student aid funds
I have not really been involved long enough to answer this question. If NASFAA is capable of performing the above, then yes, the above should be its purpose

Non-minority

To foster realism in regulations and programs
To try and keep the workload down for aid officers by opposing regulations that increase such..?
Increase communication & in service training to "isolated" officers all over the country
To promote regulations, delivery to the student
Represent aid community needs & concerns to Feds
Get information to FAA as quickly as possible

Up to date communication. Alert to potential problem laws. Regs. etc.-take lead in representing concerns of needy students
To act as a lobby to represent the concerns of the small but overworked office that cannot engage in the small extensive letter writing campaigns that are needed
To ensure that FA functions to make all kinds of post secondary education accessible to all of the citizenry

#19 - Other reasons I have not participated in NASFAA activities

No one in clerks positions goes unless they work on the Committees.
Unaware of NASFAA services
Because of the cost
Getting to expensive to attend
More than 6 people in office are never asked to participate.
My past experience at other institutions was that only the director or assoc. director attend NASFAA meeting. I was able to attend regional & state meetings.
Financially
The minorities role is very small-white admin. runs this organization
I am a member
Minorities participation is quite limited within the "behind the scenes" arena. Unless you get a personal nod from an influential insider, participation within its committees, as a presenter, etc. is almost nil.
My budget is restrictive to attend national conferences
Our district sends a specialist
My office participates, different members of my office participate at different functions
Only directors of Financial Aid are allowed to attend
Prohibitive is a bad choice of words-I do not attend because of the expense.
Job responsibilities in other areas many times clash with conference
Not convenient
I have professional workshops that conflict & cost of attend. is too high. PASFAA fills immed. needs
Our director attends on behalf of office.
Do not have adequate travel funds
Only staff of managers attend
Only certain members go to conference
I am represented by administrators at the executive level.
Only the boss and his select few (white) staff go to NASFAA.
Not member but would like to be.
The director is the only one who gets to attend
The nature of duties prohibits extensive absences from the campus
University Budget
Clerical therefore does not apply to me
Have not had an opportunity to participate yet. Still trying to

learn FA
Travel costs are very limited, usually allowing only one or two (usually management) to attend such conferences. I would be interested in learning of any professional development grants, etc. that exist that would allow me to apply & possibly open avenues for such participation.
I am only a secretary
Limited travel budget
The cost of attending meetings is reserved for the Dir. & Associate Dir. of Financial Aid at present
The director attends
Institution can't support too many to attend conferences
The director always attends
Does not have the funds
My budget is restrictive to attend national conference
Have not participated in as many NASFAA activities because of the cost
Only director goes to the conferences
I feel the workshops are to expensive to take staff members
NASFAA has not held workshops for support staff since my tenure
My office limits the number of people that may attend the yearly conference
I have not been involved long enough to attend
My director doesn't support my attendance
NASFAA usually attended by Dir.
Have not had the opportunity
The director is the only one who attends NASFAA conferences
I am fairly new and have not been aware of or able to participate in activities

Non-minority

The school owner and director often attend the national meetings, I go to state and regional meetings
Departmental budget cuts and implements of CM during first year as dir. has made participation in workshops impractical
It is sometimes getting the $$ to go to the national conference and learning the time
I have to go to administrative seminars
I have just obtained my position-I will be attending WASFAA training in July
Distance and cost
Job responsibilities in other area many times clash with conference dates
Budget reasons
Workshops usually to far and at busy times

<u>#21 - Other Training projects and concerns NASFAA should address</u>

Rationing & targeting aid to the most needy
Clerical staff
Management, Data Process.

Also address the needs of clerical staff and supervisor
Program training on specific aid programs (regulations)
How can we service federal requirements. How can we make our lives easier?
New process, ideas, proceeding programs etc. developed recently implemented by other FAO Officers
Institutional Policies & Procedures for CM
Sessions which help the aid officer deal with upper level administration to convince the institution of the needs and importance of participation in the state, regional, and national organization
Office management for new or inexperienced Fin. Aid Directors
Alternative sources of Financing College
Development of early intervention
The nuts & Bolts of the legislative process
Graduate credits for nine workshop or short summer schools
Have no idea
Detailed accounts of how to use the Federal Regulations
Nuts & Bolts of the aid adm.
Targeting funds to the most needy
Nuts & Bolts refresher on specifics such as: Record retention/ disposition need analysis adjustments (Prof. Judge) by the case study approach to smaller, similar experience groups
Director of FA Office with large staff need to have management workshop
How to effectively establish deadlines and how to adhere to the established dates
New processes, ideas, procedures, programs, etc. developed recently implemented by other financial aid officers or schools
Financial Aid clarification, lobbying PJ vs CM
Why should minority students be treated any different than other students
Office management for new and inexperienced Financial Aid Directors
Address financial Alternatives for minority students, particularly native americans
Office automation/procedural streamlining

Non-minority

Requisition & procedure
Institutional policies & procedures for CM
Alternative sources of financing college
Clock hr. institution awarding etc.
To be familiar with all rules and regulations regarding title IV money
Being more effective in telling our story to own institutional leaders
Implementing new regulations
Congressional methodology
Update on changes in federal regulations and change in needs analysis
Continual clarification of Regs. with examples
Records & forms sharing

Professional development-and as now, training on changing reg.
Supplement current regulation
Work in conjunction with regional training sessions
Stress management, office organization

22 - I need to know more about current legislative and regulatory trends as they impact on

Future access of minority students enrolled in proprietary schools to federal dollars.
What other schools are doing in the area of recruitment & packaging for minority students
Professional student aid
FA as it affects public 2 yr schools.
Public 2 yr colleges are disadvantaged where campus financial funds are concerned, how can we do something about it
Additional requirements, impact on workshops etc.
Process simplification /real simplification
All are applicable but far too broad, this info is more important if viewed from the local level
My primary concern
Retention/graduation levels for continued funding
I find that when congress meets that we get the money they are thinking about & then what the Pres. wants for the senate & then the left over for Ed. Frankly I find it hard to relate to those figures in an overall sense. I guess I need to know what we are getting this year & that the figure represents a decrease or increase
Admissions and its impact on minority students
The way majority and graduate student are handled in financial aid
On a more timely basis

Non-minority

Alternatives to increasing debt loads for minority populations which may have interrupted academic careers-interruption can often mean default for students
Loan indebtness of students
How to change some aspects of CM example: students contributions-social security etc.
Re-evaluation of levels of funding of SEOG, a new look at the history of the allocation formula.
Need insights into voting records, personal views on education, memberships on key committees and other important biographical info on legislators

#23 - NASFAA should amend its by-laws to provide representation of minorities at these other levels

Unnecessary to let professionalism work its way for such concerns

Special commission on how to simplify the delivery system
I have only served in financial aid for 6 mos.
clerical
minority group to meet as members of NASFAA like admissions groups i.e. Hampton Minority Admissions Conference
We don't know who is where & what they do
Do not know enough about NASFAA's by-laws to comment
ALL!
Clerical
Propose the concept ten years ago-very little progress has been taken
Sub Committees needed for minorities
Perhaps it is naive, but I would think aid administrators would readily elect minority committee/council chairs based on qualifications

Non-minority

I don't believe the by-laws need to be amended
I would oppose more than one National Council position for this purpose and would begrudge that one
I was unaware that minorities were being discriminated against.
Not aware of any need for specific minority representation. Equality is supposed to be what were about
None-there should be no special group representative
No special change in by-laws is needed
I don't think it needs to be a by-law, many are participating in the association
No-none-ability for position not color; NASFAA has good representation
Should have minority representation at all levels
Unfamiliar with present by-laws
I don't think it requires an amendment to our by-laws just encourage them to run for office
Power leveling is appropriate where opportunities are denied

#26 - Why I do not want to be listed in a NASFAA minority membership directory

I want to be known for my work not my race. I'm concerned about minority students attending college who need aid, as far as aid administrator, I have gained much of my knowledge from non/minority colleagues.
I'm burned out! I need to get out of FA
Can't see any purpose in being in it or any use of the directory.
I am moving to China for a year. However I would like to still have my name listed for newsletters and job announcements in the future
At the present time I don't have enough experience in financial aid
Not necessary-can be changed used negatively
I need to know the purpose the resource bank data will be used.

I do not want to be singled out as a minority I am a aid officer

Non-minority

Don't believe we need 2 separate directories
Regular directory is just fine
I am not a minority
I do not feel minority issues have any place in FA or in our professional association
I'm not sure there should be a separate membership directory I see no need for one
I'm not a minority person
I used the NASFAA directory to contact various schools and personnel not based on minority
Our school is small and in a limited geographical area
I'm not aquatinted with minorities in FA
There are no minorities in this office
I am not a minority
Not a minority
I think we should all be equal
Not a minority member
I do not want to be known as a minority just as a FAO
Doesn't the directory list everyone? Why minority
We have no minorities on staff in the FA office
I don't think that the membership directory should split up the minority, I think it sounds like segregation
We have no minorities in this office
I didn't know grey hair was in the minority
Not a minority
I am not a minority and I am listed in the MASFAA directory
I am female but not a member of the minority
I am not a minority
I am not a minority
I am not a minority administrator
I am not a minority

Additional Comments

It is not enjoyable attending these meetings. We are only few. So black w/black & white w/white there is no attempt for the groups to get together so, why attend wait for the newsletter.
NASFAA is getting too expensive, prohibiting 2nd & 3rd line aid type people to attend & espec. minorities.
All financial aid staff members be allowed to participate & attend meeting and/or training workshops.
Activities all seem very beneficial; however at my institution usually only management is encouraged or funded to attend.
I am of the opinion that NASFAA commitment to minority participation is very superficial especially at NASFAA headquarters. Increased participation by minorities cannot increase without the personal urging of NASFAA administration.

These activities include trainers, presenters/moderators at conferences, committee members, etc. Often times, I feel that any minority related activity is set up for failure from the inception.
Improve minority representation in need at the executive levels of this association.
My staff would love to be involved more.
#23 addendum We need to work our way through existing means, not have "special" positions & appointments. This only sets us up for criticism down the road.
Everything NASFAA does (ACT, CSS) seems to be overly complicated & at the point of crisis. Can we plan better?
Surveys should be mailed directly to those on list. Minority resource bank. I never saw the original survey because the newsletter is routed to about 15 people on staff. Heard bad reports of this year's nat'l. conference. NASFAA too big to be effective.
I know blacks are involved w/NASFAA but I've never attended the NASFAA conference.
I am interested in becoming involved in NASFAA but our institution can't afford to cover costs for both state meetings and the nat'l meeting. I strongly believe that minority fin. aid counselors & administrators must have an opportunity for getting involved at your level rather than relying on second and third hand interpretations of activities, because I've not had a chance to
NASFAA must do everything in its power to bring about simplification of the delivery system. The sys. doesn't meet the needs of those whom it is intended for
I need to learn more about NASFAA before I can answer the questions.
My feelings about the association's activities are very positive I usually attend one seminar a year and I try hard not to miss the national conference. NASFAA keep up the good work
NASFAA has not effectively looked out of its "closed group" for leadership potential nor has it involved a variety of institutions in its decision making process; particularly historically black institutions and other institutions with a large ethnic populations.
On the regional level minority concerns are handled fairly well.
however, I strongly feel NASFAA doesn't address issues specifically concerning minority concerns.
I am interested in knowing what it is about. However, I have never attended one (NASFAA)
My knowledge is limited regarding NASFAA. I haven't had the opportunity to familiarize myself.
I don't understand why?...the gist of the comment is (H.M.) that she doesn't see any point in the program and feels money is being wasted on it, and she doesn't believe completing the form will be helpful.
Need info. how to apply for membership. My name is on a mailing list, possibly thru Kansas Assoc. of which I'm a member. Please

send applic. for membership. We would like to order the encyclopedia & newsletters & other materials

To focus more on influencing legislation and regulation which will simplify aid administration particularly at institutions with transient population-especially public institutions-issues like Fin. Aid transfer processing copy w/students w/o's enrollment level and status frequently changes.

NASFAA is doing an excellent job. I would not work at a school that did not belong to NASFAA the material/information I receive from NASFAA vital to my successfully carrying out my day-to-day tasks.

I have not been active nor have I been able to attend a number of training workshopssors. I do like the up to date information we receive from the organization.

During National and Regional conference, more sessions should be conducted regarding minority concerns and issues with regard to financial aid administration

The questions asked in this survey are geared more towards an administrator than the general financial aid staff or clerical sector. The questions or concerns have no bearing on minority issues instead they address the effectiveness of your organizations on its ability to provide information. Thus most of you questions were not applicable to me.

Major dis-incentive for committee involvement is time commitment or demands at work.

From the meeting/workshops I have attended under NASFAA, I was very pleased with the organization of workshops, handouts were good and the staff members seem to know their job.

I would love to serve on a committee or even attend the FASFAA conference, but the cost is to great. I do not have enough money in my budget to attend. Even the registration fee is tough to make it affordable.

NASFAA has become more aware of issues that pertain to the training needs of minority aid administration and the needs of minority students. It is my hope that we expand and continue our efforts in these areas.

I wish counselors were viewed as valuable human resources worthy or investments such as NASFAA conference attendance

Publicize what the financial commitments are by both the sponsoring institutions & FAA accepts responsibility to serve on committees, commissions, national council, executive committee

I feel that my NASFAA membership should provide free training sessions during the year. Use donor $ to help. We are being priced out of the organization.

What is a true minority

Each time I have attended NASFAA conference or training session it has helped me discharge my duties as a financial aid adminis-
trator more effectively,. The encyclopedia is a constant source of reference in our office.

Although I am interested in committee activities my present position will not afford me the opportunity to actively participate especially during critical periods; such as

registration. Perhaps subcommittees pertaining to particular issues can be addressed on individual campuses.
NASFAA is rapidly pricing itself out-of-the economic reach of many small and mid-size schools. The fee for the encyclopedia is getting too high and so is the membership fee. My school has just about reached the cost limit with NASFAA.
I first want to say its informative
All of NASFAA's services are being priced out of the ability of many institutions reach. Services need to remain affordable
Keep up the good work - keep conference cost to a minimum
I would like to see published bylaws of the minority concerns committee.
I have volunteered several years to serve on committees of the association-yet each request has been politely turned down. I am interested in becoming involved in the association
Need more committee and council emphasis on functional strategies to serve low income needy students.
Since my only knowledge of NASFAA comes from reading the newsletter
I feel NASFAA has helped me, professionally tremendously. The Nat. Amer. Group is branching out on their own as to established community college. I would like to see a nationwide directory of FA opportunities for Native Americans.
Doing a great job
As a new administrator I am not aware of NASFAA & it's functions and found this survey difficult to answer

Non-minority

Many aid officers oppose affirmative action and want no special consideration for minority students. NASFAA should publish position papers indicating a range of "acceptable" positions from absolute even-handedness to strong starting of grant aid to minority students
I question the need for NASFAA to involve itself with any group or classification of potential student other than those who need financial assistance regardless of ethnic or racial background. A needy student is needy that is based on lack of financial strength, not which country their ancestors come from
We are a small rural community college It is hard for me to attend your meeting I feel that being a part of your association helps me keep on top of the news part of your association regulations that we are being bombarded with so often
The strength of the association is in the blend of color. We need to remove the color and concentrate on the job? NASFAA doesn't need another directory, If you want to create a new service-create a scholarship directory
NASFAA does an excellent job of monitoring the legislative process and providing information an training activities and materials
I would be interested in the percent of turnover in FA directors across the nation.
As a past elected officer of KASFAA, I valve active

participation in meetings of meaningful committee work
I appreciate all the work NASFAA is doing for FA. We find your newsletters and other services very helpful
I receive knowledge from NASFAA newsletter the language is clear and concise
I feel NASFAA is moving away from inexpensive training to an organization designed to perpetuate itself. Dues are to high. Focus has seemed to change from FA to itself
Our institution enjoys & benefits from it NASFAA membership, but a focus on minority concerns does not appear to be necessary at this time.
There has to be more outreach to all sectors of the community. More detailed and timely information is needed on federal legislative proposals so that input can be provided by the full membership, not just the National Council.